



COLORADO

DENVER

Denver Public Schools
900 Grant Street
Denver, CO 80203
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Website: www.dpsk12.org

Program Overview

The Professional Compensation System for Teachers (ProComp) is a comprehensive pay plan that replaces the district's traditional salary schedule with salary increases and bonuses for teachers who:

- **Improve their knowledge and skills.** Teachers receive a salary increase for obtaining a graduate degree, earning certification from the National Board for Professional Teaching Standards, and completing professional development units. In addition, teachers receive up to \$4,000 in tuition reimbursement.
- **Receive a satisfactory evaluation.** A satisfactory rating on the district's teacher evaluation that occurs every three years results in a salary increase for teachers. Also, a new collaborative performance incentive was introduced. Collaborative incentives will be based on the School Performance Framework.
- **Increase student achievement.** ProComp rewards teachers for improving student achievement in three ways: (1) for meeting teacher-set objectives each year, (2) for exceeding expectations for growth on state assessments, and (3) for achieving overall school performance as measured by the district's school accreditation indicators.
- **Teach in hard-to-staff schools and positions.** The district provides a bonus to teachers who agree to teach in high-need schools or hard-to-fill subject areas.

The Denver Public Schools (DPS) and Denver Classroom Teachers Association (DCTA) initially designed ProComp as a four-year pilot from 1999 to 2003, with teachers receiving rewards for setting and meeting objectives that improve student achievement. DPS and DCTA approved ProComp in 2004, and in the following year, Denver voters approved a \$25 million per year tax increase to fund the program. While the program is voluntary for teachers hired prior to June 2006, all teachers hired after that date participate in the pay plan.

Program Information

- [Pro Comp Program Components](#)



- [Pro Comp Website](#)
- [Pro Comp Handbook](#)

Select Articles and Reports

- Center for American Progress. (September 2, 2008). [A Promising Accord for Denver's ProComp Program.](#)
- *Denver Post*. (December 31, 2007). [Denver Teacher Pay On Stage.](#)
- Independence Institute. (June 2007). [Denver's ProComp and Teacher Compensation Reform in Colorado.](#)
- Community Training and Assistance Center. (January 2004). [Catalyst for Change: Pay for Performance in Denver](#)